

Gateways School  
Harewood  
Leeds  
West Yorkshire  
LS17 9LE

A photograph of a teacher and a student working together at a desk in a classroom. The teacher, a woman with long brown hair, is leaning over the desk, looking at a book or paper. The student, a young girl with red hair and freckles, is smiling and looking at the same book. They are both wearing lanyards with 'GATEWAYS' written on them. The background shows a classroom with a blue wall and a window looking out onto greenery.

# A career at Gateways School



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SCHOOL

# About Gateways School

Gateways is an independent day school for boys and girls aged 2 to 18. Situated on a 16 acre site in the rural village of Harewood, Gateways is conveniently located on the main artery between Leeds and Harrogate.

Gateways is a small school, which allows staff to know their pupils, recognise their strengths and weaknesses and therefore provide a personal education getting the best out of each and every child who come through the gates.

## Aims and Ethos

Gateways is a forward-thinking school built on traditional values.

Our ethos is rooted in three core values which apply to all of our stakeholders, that of **Growth**, **Wellbeing** & **Success**.

At Gateways we:

- Grow our knowledge, skills and confidence, supporting others to do the same;
- Build our resilience and self-awareness in a kind and inclusive environment;
- Achieve our full potential in preparation for the next challenge.

## Staff Benefits\*

- Free lunch during term time
- Access to a DC Pension Scheme, including 4 x death in service benefit and income protection
- Access to a staff wellbeing room
- Access to an employee assistance programme (EAP)
- Access to CPD, including The Teachers CPD Academy and TES Develop
- Cycle to work and electric car schemes
- Fee remission for eligible children



*\*subject to eligibility*

**Growth** ♦ **Wellbeing** ♦ **Success**

# Teacher of Science (Chemistry Specialism)

## Introduction

We are looking to recruit an enthusiastic and energetic Teacher of Science, with a Chemistry specialism, to join a highly regarded, established and extremely successful Science Department.

The ideal candidate will be an excellent communicator who will convey their passion for all areas of science to pupils of all ages and abilities. You will be willing to make a full contribution to the development and growth of science throughout the school, including the Prep Department. You will be expected to deliver exciting and varied lessons which engage pupils and encourage them to develop their skills and understanding successfully. The ideal candidate should show initiative and confidence in the subject, aiming to stretch our able pupils whilst also having the flexibility to support our less able pupils. You will be a High School Form Tutor helping to support pupils' wellbeing.

The Science Department offer AQA GCSE Science Trilogy and AQA GCSE Triple Science. Results are regularly in the top 5 schools nationally for value added (CEM Centre data) and a large percentage of pupils go on to study at least one science A Level. You should be able to teach all three sciences at Key Stage 3, Chemistry to A Level and another science at GCSE.

In recent years the Science Department has participated in a number of external competitions including the Salter's Chemistry Festival and Physics Olympics. The Science department runs a weekly clinics and clubs where participation of science staff is expected.



## Key Conditions

- ❖ **Start Date:** 1<sup>st</sup> September 2026.
- ❖ **Hours:** Full time or a possibility of 0.8 FTE.
- ❖ **Contract Type:** Permanent.
- ❖ **Salary:** FTE annual salary of £32,701 – £47,523, depending on experience.



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# Purpose of the Role & General Responsibilities

Reporting to: Head of Science

## Purpose of the Role

- To teach Science effectively across the High School and Sixth Form.
- To share a passion for Science.
- To raise standards of pupil attainment and achievement within teaching groups and to monitor and support pupil progress, growth and success in line with the expectations of the school.
- To accurately track the progress and achievements of pupils within teaching groups and provide timely feedback to support good progress.
- To be accountable for pupil progress and development of assigned teaching groups and to support departmental target setting processes.
- To provide support and intervention for pupils at risk of under-achieving and academic stretch to our most able scientists.
- To make effective use of resources both within and outside of lessons.
- To participate in collaborative planning and sharing good practice with other members of the Science Department.
- To contribute to the development of the curriculum and subject specific resources.
- To enthuse pupils with a love of Science.
- To report on pupil progress in line with the school reporting and assessment schedule and develop effective relationships with pupils and parents.
- To contribute to the wider development of pupils via the extra-curricular programme.

## General responsibilities, including personal and professional conduct

- Be responsible for safeguarding and promoting the welfare of children.
- Follow all School policies and procedures, including the Staff Code of Conduct.
- Attend meetings, staff briefings and CPD sessions.
- Attend all training and development days.
- Demonstrate a commitment to continuous development, identify opportunities for professional development and undertake training opportunities where appropriate.
- Maintain confidentiality inside and outside the School, following all GDPR and Data Protection legislation.
- Manage and prioritise your own workload in line with the requirements of the department and School.
- Establish effective working relationships with professional colleagues.
- Be a role model for students through personal presentation and professional conduct.
- Present a positive personal image, contributing to a welcoming School environment.
- Contribute to the ethos of the School, ensuring the School's values are displayed.
- Support School events.
- Carry out any other duties required by the Head.



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# Job Description

## Key responsibilities

- All teachers are expected to consistently meet the national teachers' standards.
- To teach to the highest standard, adapting to the needs of pupils in your care .
- To keep up-to-date of new techniques and concepts in the subject.
- To support the development and delivery of appropriate schemes of work.
- To regularly set and mark work including formal assessments according to whole school calendar.
- Assess pupil performance regularly and maintain accurate and up to date records to inform teaching.
- Provide an adaptive approach to learning, with high expectations of all pupils.
- Provide opportunities for independent learning.
- Be aware of and plan for the SEND requirements of each pupil.
- Provide opportunities to stretch and challenge the more able pupils.
- To make use of technology to enhance the delivery of your subject including the use of school wide on-line resources.
- Communicate with parents as required, including attendance to Parents Evenings.
- To actively promote Science and contribute to the wider responsibilities of the department.
- To actively contribute to the wider development of pupils via the extra-curricular programme.

- Complete reports in a timely manner as specified on the school assessment and reporting schedule.
- To contribute to displays in classrooms and common areas, ensuring they are stimulating relevant.
- To organise or support appropriate educational visits, super-curricular opportunities and promote cross-curricular links.
- To act as a Form Tutor / Associate Form Tutor.
- To be aware of the risk assessments for any relevant teaching spaces, and for all practical activities in lessons.
- Undertake duties, including homework club, as required according to duty rota's.
- Identify opportunities to address spiritual, moral, social and cultural dimensions and thinking skills within schemes of learning.
- To promote the fundamental British values of democracy, the rule of law, individual liberty, mutual respect and tolerance and to model these values in one's everyday professional life.

***Please note, this job description is not a definitive list of the responsibilities of the role. Responsibilities will be varied to meet the changing demands of the department and the School. Job descriptions are reviewed as part of the appraisal process.***



# Person Specification

## Qualifications

- (E) Good Honours Degree in Chemistry or a Chemistry related subject.
- (E) QTS/PGCE.
- (D) Academic background in Chemistry.
- (D) Industrial experience.

## Experience

- (E) Successful experience teaching Chemistry across High School and Sixth Form.
- (E) Knowledge and experience of implementing best practice teaching strategies.
- (E) Proven track record of supporting students to make progress.
- (D) Experience of or willingness to teach Upper KS2 Science.

## Skills

- (E) Competence in the use of IT and mobile technologies as a tool to enhance learning and teaching.
- (E) The ability to communicate effectively with pupils, parents and colleagues.
- (E) The ability to manage time, prioritise tasks, work under pressure and meet deadlines so that all duties are fulfilled effectively.

Methods of assessment include certificates, professional references, application form, interviews, and lesson observation.

## Specialist Knowledge

- (E) Ability to teach Chemistry to GCSE and A Level.
- (E) Ability to teach Physics and Biology to KS3.
- (E) Up to date subject knowledge.
- (E) Knowledge of Office 365 and technology that enhances education.
- (E) Ability to teach a second science to GCSE.
- (D) Ability to teach another subject.

## Personal Qualities

- (E) Ability to enthuse and motivate pupils.
- (E) Ability to work autonomously and as a member of a team.
- (E) The flexibility to respond to the challenge of change.
- (E) Emotional resilience when working with challenging behaviours and appropriate attitude to the use of authority to maintain discipline.

## Safeguarding

- (E) Commitment to safeguarding and promoting the welfare of young people.
- (E) Understanding of the importance of safeguarding and child protection.
- (E) Ability to maintain appropriate relationships and personal boundaries with children and young people.

## Key

- (E) – Essential
- (D) – Desirable



# Further information



## How to Apply

[Click here](#) to visit our website and download an application form

Please send your completed application form and a cover letter outlining your suitability for the role to [jobs@gatewaysschool.co.uk](mailto:jobs@gatewaysschool.co.uk)

**Application Deadline:** Thursday 23<sup>rd</sup> April 2026 at 8am.

**Interview Date:** Week commencing 27<sup>th</sup> April 2026 & 4<sup>th</sup> May 2026 *subject to change.*

## Enquiries

Please contact Rhiannon Morris, PA to the Head

**E-mail:** [jobs@gatewaysschool.co.uk](mailto:jobs@gatewaysschool.co.uk)

**Tel:** 0113 824 2770

## Policies

[Click here](#) to visit our website and view our policies, including our Safeguarding policy.

[Click here](#) to visit our jobs page and view our Safer Recruitment policy.

*Gateways School is committed to safeguarding and promoting the welfare of its students and expect all staff and volunteers to share this commitment. Appointments will be subject to an enhanced DBS with barred list check as well as a prohibition list check (where applicable).*



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